

**Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data**

| <b>Nashville</b>  | <b>FY 04</b> |              |             |                   | <b>FY 07</b> |              |             |
|-------------------|--------------|--------------|-------------|-------------------|--------------|--------------|-------------|
|                   | FY 04        | \$ Disparity | % Disparity |                   | FY 07        | \$ Disparity | % Disparity |
| Davidson County   | \$50,094.39  |              |             | Franklin SSD      | \$53,097.45  |              |             |
| Franklin SSD      | \$48,420.39  | \$1,673.99   | 3.34%       | Williamson County | \$52,626.04  | \$471.42     | 0.89%       |
| Williamson County | \$47,840.12  | \$2,254.26   | 4.50%       | Davidson County   | \$52,371.42  | \$726.03     | 1.37%       |
| Murfreesboro City | \$47,518.00  | \$2,576.39   | 5.14%       | Murfreesboro City | \$51,421.19  | \$1,676.26   | 3.16%       |
| Rutherford County | \$46,213.11  | \$3,881.27   | 7.75%       | Rutherford County | \$50,785.83  | \$2,311.63   | 4.35%       |
| Sumner County     | \$44,098.27  | \$5,996.11   | 11.97%      | Sumner County     | \$48,248.73  | \$4,848.73   | 9.13%       |
| Robertson County  | \$43,903.03  | \$6,191.35   | 12.36%      | Robertson County  | \$47,736.53  | \$5,360.92   | 10.10%      |
| Cheatham County   | \$42,819.34  | \$7,275.05   | 14.52%      | Cheatham County   | \$46,541.27  | \$6,556.18   | 12.35%      |
| Lebanon SSD       | \$42,440.85  | \$7,653.53   | 15.28%      | Wilson County     | \$45,837.37  | \$7,260.09   | 13.67%      |
| Wilson County     | \$40,442.33  | \$9,652.05   | 19.27%      | Lebanon SSD       | \$44,068.62  | \$9,028.83   | 17.00%      |

# FY 07 REPORT

| Nashville            |  |
|----------------------|--|
| Regional Rank        | Change in \$ Disparity,<br>Compared to the<br>Maximum (FY07 to FY04) |
| 1                    |  |
| 2                    | (1202.57)  |
| 3                    | (1528.23)  |
| 4                    | (900.13)   |
| 5                    | (1569.65)  |
| 6                    | (1147.38)  |
| 7                    | (830.43)   |
| 8                    | (718.87)   |
| 9                    | (393.45)   |
| 10                   | (623.22)   |
| <b>General Trend</b> | <b>Decrease</b>  |

# FY06 Report

| Nashville            |  |
|----------------------|--|
| Regional Rank        | Change in \$ Disparity,<br>Compared to the Maximum<br>(FY06 to FY04) |
| 1                    |  |
| 2                    | (1612.52)  |
| 3                    | (1542.17)  |
| 4                    | (876.01)   |
| 5                    | (2.03)   |
| 6                    | (1082.94)  |
| 7                    | (646.85)   |
| 8                    | (982.03)   |
| 9                    | 2.23   |
| 10                   | (18.84)  |
| <b>General Trend</b> | <b>Decrease</b>  |

| Change in \$ Disparity,<br>Comparison to last year<br>(FY 07 to FY 06) |
|--|
|  |
| 409.94   |
| 13.94  |
| (24.12)  |
| (1567.62)  |
| (64.45)  |
| (183.58)   |
| 263.17   |
| (395.68)   |
| (604.39)   |
| <b>Mixed</b>   |

## Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data

| <b>Dyersburg</b>       | <b>FY 04</b> |              |             |                        | <b>FY 07</b> |              |             |
|------------------------|--------------|--------------|-------------|------------------------|--------------|--------------|-------------|
|                        | FY 04        | \$ Disparity | % Disparity |                        | FY 07        | \$ Disparity | % Disparity |
| <b>Dyersburg City</b>  | \$46,413.44  |              |             | <b>Dyersburg City</b>  | \$49,580.56  |              |             |
| <b>Union City</b>      | \$43,029.29  | \$3,384.15   | 7.29%       | <b>Dyer County</b>     | \$45,698.45  | \$3,882.11   | 7.83%       |
| <b>Dyer County</b>     | \$42,401.68  | \$4,011.76   | 8.64%       | <b>Union City</b>      | \$45,547.02  | \$4,033.54   | 8.14%       |
| <b>Bells City</b>      | \$41,925.45  | \$4,487.99   | 9.67%       | <b>Obion County</b>    | \$44,899.35  | \$4,681.21   | 9.44%       |
| <b>Lake County</b>     | \$40,822.79  | \$5,590.65   | 12.05%      | <b>Bells City</b>      | \$44,787.95  | \$4,792.61   | 9.67%       |
| <b>Obion County</b>    | \$40,683.65  | \$5,729.79   | 12.35%      | <b>Lake County</b>     | \$43,991.69  | \$5,588.87   | 11.27%      |
| <b>Alamo City**</b>    | \$40,093.10  | \$6,320.34   | 13.62%      | <b>Humboldt City</b>   | \$42,995.63  | \$6,584.93   | 13.28%      |
| <b>Gibson SSD</b>      | \$39,877.66  | \$6,535.78   | 14.08%      | <b>Milan SSD</b>       | \$42,799.71  | \$6,780.85   | 13.68%      |
| <b>Milan SSD</b>       | \$39,541.42  | \$6,872.02   | 14.81%      | <b>Gibson SSD</b>      | \$42,792.37  | \$6,788.19   | 13.69%      |
| <b>Crockett County</b> | \$39,535.59  | \$6,877.85   | 14.82%      | <b>Crockett County</b> | \$42,506.22  | \$7,074.34   | 14.27%      |
| <b>Humboldt City</b>   | \$39,141.99  | \$7,271.45   | 15.67%      | <b>Trenton SSD</b>     | \$42,156.58  | \$7,423.98   | 14.97%      |
| <b>Trenton SSD</b>     | \$39,055.12  | \$7,358.32   | 15.85%      | <b>Bradford SSD</b>    | \$41,897.14  | \$7,683.42   | 15.50%      |
| <b>Bradford SSD</b>    | \$38,967.93  | \$7,445.52   | 16.04%      | <b>Alamo City**</b>    | \$41,686.84  | \$7,893.72   | 15.92%      |

# FY 07 REPORT

| Dyersburg            |  |
|----------------------|--|
| Regional Rank        | Change in \$ Disparity,<br>Compared to the<br>Maximum (FY07 to FY04) |
| 1                    |  |
| 2                    | 497.96   |
| 3                    | 21.78  |
| 4                    | 193.22   |
| 5                    | (798.04)   |
| 6                    | (140.93)   |
| 7                    | 264.60   |
| 8                    | 245.07   |
| 9                    | (83.83)  |
| 10                   | 196.49   |
| 11                   | 152.53   |
| 12                   | 325.10   |
| 13                   | 448.20   |
| <b>General Trend</b> | <b>Increase in Disparity</b>   |

# FY06 Report

| Dyersburg            |  |
|----------------------|--|
| Regional Rank        | Change in \$ Disparity,<br>Compared to the Maximum<br>(FY06 to FY04) |
| 1                    |  |
| 2                    | 570.43   |
| 3                    | 197.82   |
| 4                    | 290.96   |
| 5                    | (405.74)   |
| 6                    | (18.01)  |
| 7                    | 459.72   |
| 8                    | 699.88   |
| 9                    | 416.37   |
| 10                   | 697.71   |
| 11                   | 323.31   |
| 12                   | 339.07   |
| 13                   | 1033.76  |
| <b>General Trend</b> | <b>Increase in Disparity</b>   |

| Change in \$ Disparity,<br>Comparison to last year<br>(FY 07 to FY 06) |
|--|
|  |
| (72.47)  |
| (176.04)   |
| (97.75)  |
| (392.29)   |
| (122.91)   |
| (195.12)   |
| (454.81)   |
| (500.19)   |
| (501.22)   |
| (170.78)   |
| (13.98)  |
| (585.56)   |
| <b>Decrease</b>  |

## Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data

|                   | FY 04       |              |             |                   | FY 07       |              |             |
|-------------------|-------------|--------------|-------------|-------------------|-------------|--------------|-------------|
| Greenville        | FY 04       | \$ Disparity | % Disparity |                   | FY 07       | \$ Disparity | % Disparity |
| Johnson City      | \$46,513.41 |              |             | Johnson City      | \$51,195.68 |              |             |
| Greenville City   | \$45,452.16 | \$1,061.25   | 2.28%       | Greenville City   | \$48,575.18 | \$2,620.51   | 5.12%       |
| Hamblen County    | \$42,535.50 | \$3,977.91   | 8.55%       | Rogersville City  | \$46,927.98 | \$4,267.70   | 8.34%       |
| Newport City      | \$42,098.24 | \$4,415.17   | 9.49%       | Washington County | \$46,908.96 | \$4,286.72   | 8.37%       |
| Washington County | \$41,760.27 | \$4,753.14   | 10.22%      | Hamblen County    | \$46,760.51 | \$4,435.17   | 8.66%       |
| Rogersville City  | \$41,537.30 | \$4,976.11   | 10.70%      | Newport City      | \$44,700.66 | \$6,495.02   | 12.69%      |
| Hawkins County    | \$41,448.75 | \$5,064.66   | 10.89%      | Unicoi County     | \$44,691.77 | \$6,503.91   | 12.70%      |
| Unicoi County     | \$41,313.20 | \$5,200.21   | 11.18%      | Greene County     | \$44,687.01 | \$6,508.68   | 12.71%      |
| Greene County     | \$40,858.95 | \$5,654.46   | 12.16%      | Hawkins County    | \$44,320.69 | \$6,874.99   | 13.43%      |
| Cocke County      | \$40,660.45 | \$5,852.96   | 12.58%      | Cocke County      | \$44,008.76 | \$7,186.93   | 14.04%      |

## FY 07 REPORT

### Greenville

| Regional Rank        | Change in \$ Disparity,<br>Compared to the<br>Maximum (FY07 to FY04) |
|----------------------|--|
| 1                    |  |
| 2                    | 1559.26  |
| 3                    | 289.79   |
| 4                    | (128.45)   |
| 5                    | (317.97)   |
| 6                    | 1518.91  |
| 7                    | 1439.25  |
| 8                    | 1308.46  |
| 9                    | 1220.53  |
| 10                   | 1333.97  |
| <b>General Trend</b> | <b>Increase</b>  |

## FY06 Report

### Greenville

| Regional Rank        | Change in \$ Disparity,<br>Compared to the Maximum<br>(FY06 to FY04) |
|----------------------|--|
| 1                    |  |
| 2                    | 1351.33  |
| 3                    | (456.47)   |
| 4                    | (521.80)   |
| 5                    | (428.10)   |
| 6                    | 789.73   |
| 7                    | 1015.03  |
| 8                    | 1049.14  |
| 9                    | 699.37   |
| 10                   | 1004.49  |
| <b>General Trend</b> | <b>Increase</b>  |

### Change in \$ Disparity, Comparison to last year (FY 07 to FY 06)

|                 |
|-----------------|
|                 |
| 207.93          |
| 746.26          |
| 393.35          |
| 110.14          |
| 729.18          |
| 424.22          |
| 259.33          |
| 521.16          |
| 329.47          |
| <b>Increase</b> |

## Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data

| Chattanooga       | FY 04       |              |             |                   | FY 07       |              |             |
|-------------------|-------------|--------------|-------------|-------------------|-------------|--------------|-------------|
|                   | FY 04       | \$ Disparity | % Disparity |                   | FY 07       | \$ Disparity | % Disparity |
| Hamilton County   | \$45,760.79 |              |             | Hamilton County   | \$50,783.18 |              |             |
| Cleveland City    | \$43,981.52 | \$1,779.27   | 3.89%       | Cleveland City    | \$48,229.72 | \$2,553.46   | 5.03%       |
| Bradley County    | \$42,733.74 | \$3,027.05   | 6.61%       | Meigs County      | \$48,193.72 | \$2,589.46   | 5.10%       |
| Meigs County      | \$42,545.95 | \$3,214.84   | 7.03%       | Bradley County    | \$47,517.69 | \$3,265.49   | 6.43%       |
| Dayton City       | \$42,512.41 | \$3,248.38   | 7.10%       | Dayton City       | \$45,803.89 | \$4,979.29   | 9.81%       |
| Sequatchie County | \$41,419.67 | \$4,341.12   | 9.49%       | Sequatchie County | \$45,312.10 | \$5,471.08   | 10.77%      |
| Rhea County       | \$41,280.54 | \$4,480.24   | 9.79%       | Rhea County       | \$45,093.34 | \$5,689.84   | 11.20%      |
| Marion County     | \$40,894.51 | \$4,866.27   | 10.63%      | Marion County     | \$44,289.15 | \$6,494.03   | 12.79%      |
| Richard City      | \$40,571.60 | \$5,189.19   | 11.34%      | Richard City      | \$43,052.12 | \$7,731.06   | 15.22%      |
| Bledsoe County    | \$39,068.72 | \$6,692.06   | 14.62%      | Bledsoe County    | \$42,793.81 | \$7,989.37   | 15.73%      |

# FY 07 REPORT

## Chattanooga

| Regional Rank        | Change in \$ Disparity,<br>Compared to the<br>Maximum (FY07 to FY04) |
|----------------------|--|
| 1                    |  |
| 2                    | 774.19   |
| 3                    | (437.58)   |
| 4                    | 50.66  |
| 5                    | 1730.91  |
| 6                    | 1129.96  |
| 7                    | 1209.60  |
| 8                    | 1627.76  |
| 9                    | 2541.87  |
| 10                   | 1297.31  |
| <b>General Trend</b> | <b>Increase</b>  |

# FY06 Report

## Chattanooga

| Regional Rank        | Change in \$ Disparity,<br>Compared to the Maximum<br>(FY06 to FY04) |
|----------------------|--|
| 1                    |  |
| 2                    | (1630.03)  |
| 3                    | (2038.45)  |
| 4                    | (951.13)   |
| 5                    | (465.22)   |
| 6                    | (1512.15)  |
| 7                    | (887.30)   |
| 8                    | (220.13)   |
| 9                    | 182.24   |
| 10                   | (809.29)   |
| <b>General Trend</b> | <b>Decrease</b>  |

## Change in \$ Disparity, Comparison to last year (FY 07 to FY 06)

|                      |                 |
|----------------------|-----------------|
|                      |                 |
| 2404.22              |                 |
| 1600.86              |                 |
| 1001.78              |                 |
| 2196.14              |                 |
| 2642.11              |                 |
| 2096.90              |                 |
| 1847.88              |                 |
| 2359.63              |                 |
| 2106.60              |                 |
| <b>General Trend</b> | <b>Increase</b> |

## Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data

| Knoxville        | FY 04       |              |             |                  | FY 07       |              |             |
|------------------|-------------|--------------|-------------|------------------|-------------|--------------|-------------|
|                  | FY 04       | \$ Disparity | % Disparity |                  | FY 07       | \$ Disparity | % Disparity |
| Oak Ridge        | \$51,359.95 |              |             | Oak Ridge        | \$54,940.94 |              |             |
| Alcoa City       | \$49,510.75 | \$1,849.20   | 3.60%       | Alcoa City       | \$54,038.91 | \$902.03     | 1.64%       |
| Maryville City   | \$48,447.78 | \$2,912.17   | 5.67%       | Maryville City   | \$53,005.69 | \$1,935.25   | 3.52%       |
| Blount County    | \$44,904.20 | \$6,455.75   | 12.57%      | Blount County    | \$49,660.49 | \$5,280.45   | 9.61%       |
| Clinton City     | \$43,974.76 | \$7,385.19   | 14.38%      | Roane County     | \$48,139.39 | \$6,801.55   | 12.38%      |
| Roane County     | \$43,814.23 | \$7,545.72   | 14.69%      | Lenoir City      | \$47,774.22 | \$7,166.71   | 13.04%      |
| Lenoir City      | \$43,482.81 | \$7,877.14   | 15.34%      | Clinton City     | \$47,131.00 | \$7,809.94   | 14.22%      |
| Knox County      | \$43,329.87 | \$8,030.08   | 15.63%      | Knox County      | \$47,315.34 | \$7,625.60   | 13.88%      |
| Loudon County    | \$43,050.50 | \$8,309.45   | 16.18%      | Loudon County    | \$46,530.36 | \$8,410.58   | 15.31%      |
| Sevier County    | \$42,253.68 | \$9,106.27   | 17.73%      | Sevier County    | \$46,833.55 | \$8,107.39   | 14.76%      |
| Anderson County  | \$41,961.07 | \$9,398.89   | 18.30%      | Anderson County  | \$45,544.35 | \$9,396.59   | 17.10%      |
| Jefferson County | \$40,943.22 | \$10,416.73  | 20.28%      | Grainger County  | \$44,020.77 | \$10,920.17  | 19.88%      |
| Grainger County  | \$40,715.40 | \$10,644.55  | 20.73%      | Jefferson County | \$44,541.84 | \$10,399.10  | 18.93%      |
| Union County     | \$40,093.13 | \$11,266.83  | 21.94%      | Union County     | \$45,208.38 | \$9,732.55   | 17.71%      |
|                  |             |              |             |                  |             |              |             |

## FY 07 REPORT

| <b>Knoxville</b>     |   |
|----------------------|---|
| Regional Rank        | <b>Change in \$ Disparity,<br/>Compared to the<br/>Maximum (FY07 to FY04)</b> |
| 1                    |   |
| 2                    | (947.17)  |
| 3                    | (976.92)  |
| 4                    | (1175.30)   |
| 5                    | (583.64)  |
| 6                    | (379.01)  |
| 7                    | (67.20)   |
| 8                    | (404.49)  |
| 9                    | 101.13  |
| 10                   | (998.88)  |
| 11                   | (2.29)  |
| 12                   | 503.44  |
| 13                   | (245.45)  |
| 14                   | (1534.27)   |
| <b>General Trend</b> | <b>Decrease</b>   |

## FY06 Report

| <b>Knoxville</b>     |   |
|----------------------|---|
| Regional Rank        | <b>Change in \$ Disparity,<br/>Compared to the Maximum<br/>(FY06 to FY04)</b> |
| 1                    |   |
| 2                    | (825.52)  |
| 3                    | (592.70)  |
| 4                    | (1647.56)   |
| 5                    | (425.18)  |
| 6                    | (564.83)  |
| 7                    | (725.52)  |
| 8                    | (405.99)  |
| 9                    | (508.87)  |
| 10                   | (798.92)  |
| 11                   | 55.51   |
| 12                   | 61.03   |
| 13                   | (161.93)  |
| 14                   | (742.08)  |
| <b>General Trend</b> | <b>Decrease</b>   |

| <b>Change in \$ Disparity,<br/>Comparison to last year<br/>(FY 07 to FY 06)</b> |
|---|
|   |
| (121.65)  |
| (384.22)  |
| 472.26  |
| (158.46)  |
| 185.82  |
| 658.32  |
| 1.51  |
| 610.00  |
| (199.97)  |
| (57.80)   |
| 442.41  |
| (83.52)   |
| (792.20)  |
| <b>Mixed</b>  |

## Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data

| <b>Jackson</b>           | <b>FY 04</b> |              |             |                      | <b>FY 07</b> |              |             |
|--------------------------|--------------|--------------|-------------|----------------------|--------------|--------------|-------------|
|                          | FY 04        | \$ Disparity | % Disparity |                      | FY 07        | \$ Disparity | % Disparity |
| Hardeman County          | \$43,026.06  |              |             | Hardeman County      | \$46,690.71  |              |             |
| Madison County           | \$41,969.69  | \$1,056.37   | 2.46%       | Madison County       | \$45,604.76  | \$1,085.95   | 2.33%       |
| Bells City               | \$41,925.45  | \$1,100.61   | 2.56%       | Haywood County       | \$45,139.13  | \$1,551.58   | 3.32%       |
| Haywood County           | \$40,891.54  | \$2,134.52   | 4.96%       | Bells City           | \$44,787.95  | \$1,902.76   | 4.08%       |
| Lexington City           | \$40,464.56  | \$2,561.50   | 5.95%       | Lexington City       | \$44,585.96  | \$2,104.75   | 4.51%       |
| Chester County           | \$40,319.24  | \$2,706.82   | 6.29%       | Henderson County     | \$44,506.50  | \$2,184.21   | 4.68%       |
| Henderson County         | \$40,253.90  | \$2,772.16   | 6.44%       | Chester County       | \$43,228.79  | \$3,461.92   | 7.41%       |
| Alamo City**             | \$40,093.10  | \$2,932.96   | 6.82%       | McNairy County       | \$43,078.59  | \$3,612.13   | 7.74%       |
| Gibson SSD               | \$39,877.66  | \$3,148.40   | 7.32%       | Humboldt City        | \$42,995.63  | \$3,695.09   | 7.91%       |
| Milan SSD                | \$39,541.42  | \$3,484.64   | 8.10%       | Milan SSD            | \$42,799.71  | \$3,891.01   | 8.33%       |
| Crockett County          | \$39,535.59  | \$3,490.47   | 8.11%       | Gibson SSD           | \$42,792.37  | \$3,898.34   | 8.35%       |
| McNairy County           | \$39,492.10  | \$3,533.96   | 8.21%       | McKenzie SSD         | \$42,564.01  | \$4,126.70   | 8.84%       |
| McKenzie SSD             | \$39,316.13  | \$3,709.93   | 8.62%       | Crockett County      | \$42,506.22  | \$4,184.49   | 8.96%       |
| Hollow Rock-Bruceton SSD | \$39,243.64  | \$3,782.42   | 8.79%       | Trenton SSD          | \$42,156.58  | \$4,534.14   | 9.71%       |
| Humboldt City            | \$39,141.99  | \$3,884.07   | 9.03%       | Bradford SSD         | \$41,897.14  | \$4,793.57   | 10.27%      |
| West Carroll SSD         | \$39,091.22  | \$3,934.84   | 9.15%       | Alamo City**         | \$41,686.84  | \$5,003.87   | 10.72%      |
| Trenton SSD              | \$39,055.12  | \$3,970.94   | 9.23%       | Huntingdon SSD       | \$41,661.26  | \$5,029.46   | 10.77%      |
| South Carroll SSD        | \$38,980.47  | \$4,045.59   | 9.40%       | Hollow Rock-Bruceton | \$41,637.47  | \$5,053.24   | 10.82%      |
| Bradford SSD             | \$38,967.93  | \$4,058.14   | 9.43%       | West Carroll SSD     | \$41,578.41  | \$5,112.30   | 10.95%      |
| Huntingdon SSD           | \$38,942.06  | \$4,084.00   | 9.49%       | Carroll County       | \$41,542.50  | \$5,148.21   | 11.03%      |
| Carroll County           | \$38,588.36  | \$4,437.70   | 10.31%      | South Carroll SSD    | \$41,216.25  | \$5,474.46   | 11.72%      |

## FY 07 REPORT

| <b>Jackson</b>       |   |
|----------------------|---|
| Regional Rank        | <b>Change in \$ Disparity,<br/>Compared to the<br/>Maximum (FY07 to FY04)</b> |
| 1                    |   |
| 2                    | 29.57   |
| 3                    | 450.97  |
| 4                    | (231.75)  |
| 5                    | (456.75)  |
| 6                    | (522.61)  |
| 7                    | 689.76  |
| 8                    | 679.17  |
| 9                    | 546.69  |
| 10                   | 406.37  |
| 11                   | 407.88  |
| 12                   | 592.74  |
| 13                   | 474.56  |
| 14                   | 751.72  |
| 15                   | 909.50  |
| 16                   | 1069.02   |
| 17                   | 1058.52   |
| 18                   | 1007.65   |
| 19                   | 1054.17   |
| 20                   | 1064.22   |
| 21                   | 1036.76   |
| <b>General Trend</b> | <b>Increase</b>   |

## FY06 Report

| <b>Jackson</b>       |   |
|----------------------|---|
| Regional Rank        | <b>Change in \$ Disparity,<br/>Compared to the Maximum<br/>(FY06 to FY04)</b> |
| 1                    |   |
| 2                    | (117.09)  |
| 3                    | 597.03  |
| 4                    | (298.73)  |
| 5                    | 96.37   |
| 6                    | 449.73  |
| 7                    | 1064.73   |
| 8                    | 943.05  |
| 9                    | 747.44  |
| 10                   | 807.85  |
| 11                   | 854.75  |
| 12                   | 951.34  |
| 13                   | 922.46  |
| 14                   | 869.18  |
| 15                   | 870.16  |
| 16                   | 946.18  |
| 17                   | 993.98  |
| 18                   | 958.37  |
| 19                   | 1007.56   |
| 20                   | 1208.15   |
| 21                   | 1098.41   |
| <b>General Trend</b> | <b>Increase</b>   |

| <b>Change in \$ Disparity,<br/>Comparison to last year<br/>(FY 07 to FY 06)</b> |
|---|
|   |
| 146.66  |
| (146.06)  |
| 66.98   |
| (553.12)  |
| (972.34)  |
| (374.97)  |
| (263.88)  |
| (200.76)  |
| (401.49)  |
| (446.87)  |
| (358.60)  |
| (447.90)  |
| (117.46)  |
| 39.34   |
| 122.84  |
| 64.54   |
| 49.27   |
| 46.61   |
| (143.93)  |
| (61.65)   |
| <b>Mostly Decrease</b>  |

### Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data

| Clarksville       | FY 04       |              |             |                   | FY 07       |              |             |
|-------------------|-------------|--------------|-------------|-------------------|-------------|--------------|-------------|
|                   | FY 04       | \$ Disparity | % Disparity |                   | FY 07       | \$ Disparity | % Disparity |
| Montgomery County | \$45,002.88 |              |             | Montgomery County | \$48,740.17 |              |             |
| Robertson County  | \$43,903.03 | \$1,099.84   | 2.44%       | Robertson County  | \$47,736.53 | \$1,003.64   | 2.06%       |
| Cheatham County   | \$42,819.34 | \$2,183.54   | 4.85%       | Cheatham County   | \$46,541.27 | \$2,198.90   | 4.51%       |
| Stewart County    | \$42,171.03 | \$2,831.84   | 6.29%       | Stewart County    | \$45,734.23 | \$3,005.94   | 6.17%       |
| Dickson County    | \$41,445.41 | \$3,557.47   | 7.90%       | Dickson County    | \$45,287.31 | \$3,452.86   | 7.08%       |
| Houston County    | \$40,171.29 | \$4,831.58   | 10.74%      | Houston County    | \$43,579.90 | \$5,160.27   | 10.59%      |

| Memphis        | FY 04       |              |             |                | FY 07       |              |             |
|----------------|-------------|--------------|-------------|----------------|-------------|--------------|-------------|
|                | FY 04       | \$ Disparity | % Disparity |                | FY 07       | \$ Disparity | % Disparity |
| Memphis City   | \$52,782.06 |              |             | Memphis City   | \$56,079.57 |              |             |
| Shelby County  | \$51,528.69 | \$1,253.37   | 2.37%       | Shelby County  | \$54,786.87 | \$1,292.70   | 2.31%       |
| Tipton County  | \$43,832.11 | \$8,949.95   | 16.96%      | Tipton County  | \$49,054.19 | \$7,025.38   | 12.53%      |
| Haywood County | \$40,891.54 | \$11,890.51  | 22.53%      | Haywood County | \$45,139.13 | \$10,940.44  | 19.51%      |
| Fayette County | \$40,794.95 | \$11,987.11  | 22.71%      | Fayette County | \$43,517.79 | \$12,561.78  | 22.40%      |

# FY 07 REPORT

## Clarksville

| Regional Rank        | Change in \$ Disparity,<br>Compared to the<br>Maximum (FY07 to FY04) |
|----------------------|--|
| 1                    |  |
| 2                    | (96.20)  |
| 3                    | 15.36  |
| 4                    | 174.10   |
| 5                    | (104.61)   |
| 6                    | 328.69   |
| <b>General Trend</b> | <b>Mixed</b>   |

# FY06 Report

## Clarksville

| Regional Rank        | Change in \$ Disparity,<br>Compared to the Maximum<br>(FY06 to FY04) |
|----------------------|--|
| 1                    |  |
| 2                    | 259.50   |
| 3                    | (75.69)  |
| 4                    | (105.44)   |
| 5                    | 25.95  |
| 6                    | 1005.85  |
| <b>General Trend</b> | <b>Mixed</b>   |

Change in \$ Disparity,  
Comparison to last year  
(FY 07 to FY 06)

(355.71)  
91.04  
279.55  
(130.56)  
(677.16)

**Mixed (Decrease)**

## Memphis

| Regional Rank        | Change in \$ Disparity,<br>Compared to the<br>Maximum (FY07 to FY04) |
|----------------------|--|
| 1                    |  |
| 2                    | 39.33  |
| 3                    | (1924.57)  |
| 4                    | (950.08)   |
| 5                    | 574.67   |
| <b>General Trend</b> | <b>Mixed (Decrease)</b>  |

## Memphis

| Regional Rank        | Change in \$ Disparity,<br>Compared to the Maximum<br>(FY06 to FY04) |
|----------------------|--|
| 1                    |  |
| 2                    | (314.17)   |
| 3                    | (2097.60)  |
| 4                    | (1057.59)  |
| 5                    | 277.13   |
| <b>General Trend</b> | <b>Decrease</b>  |

Change in \$ Disparity,  
Comparison to last year  
(FY 07 to FY 06)

353.50  
173.03  
107.51  
297.54

**Increase**

## Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data

| Cookeville        | FY 04       |              |             |                   | FY 07       |              |             |
|-------------------|-------------|--------------|-------------|-------------------|-------------|--------------|-------------|
|                   | FY 04       | \$ Disparity | % Disparity |                   | FY 07       | \$ Disparity | % Disparity |
| Putnam County     | \$43,475.06 |              |             | Putnam County     | \$46,363.57 |              |             |
| Cumberland County | \$41,654.99 | \$1,820.07   | 4.19%       | Cumberland County | \$45,002.31 | \$1,361.26   | 2.94%       |
| Smith County      | \$41,365.17 | \$2,109.89   | 4.85%       | Smith County      | \$44,153.22 | \$2,210.35   | 4.77%       |
| Fentress County   | \$41,059.21 | \$2,415.85   | 5.56%       | Fentress County   | \$43,777.01 | \$2,586.56   | 5.58%       |
| DeKalb County     | \$40,868.22 | \$2,606.84   | 6.00%       | DeKalb County     | \$43,683.60 | \$2,679.97   | 5.78%       |
| Jackson County    | \$40,712.40 | \$2,762.67   | 6.35%       | White County      | \$43,394.69 | \$2,968.88   | 6.40%       |
| Overton County    | \$40,231.80 | \$3,243.26   | 7.46%       | Overton County    | \$42,665.94 | \$3,697.63   | 7.98%       |
| White County      | \$39,615.42 | \$3,859.64   | 8.88%       | Jackson County    | \$41,257.81 | \$5,105.76   | 11.01%      |

# FY 07 REPORT

## Cookeville

| Regional Rank        | Change in \$ Disparity,<br>Compared to the<br>Maximum (FY07 to FY04) |
|----------------------|--|
| 1                    |  |
| 2                    | (458.81)   |
| 3                    | 100.46   |
| 4                    | 170.71   |
| 5                    | 73.14  |
| 6                    | 206.21   |
| 7                    | 454.37   |
| 8                    | 1246.11  |
| <b>General Trend</b> | <b>Increase</b>  |

# FY06 Report

## Cookeville

| Regional Rank        | Change in \$ Disparity,<br>Compared to the Maximum<br>(FY06 to FY04) |
|----------------------|--|
| 1                    |  |
| 2                    | (491.32)   |
| 3                    | 24.14  |
| 4                    | 98.40  |
| 5                    | 2.29   |
| 6                    | 735.47   |
| 7                    | 393.54   |
| 8                    | 1058.30  |
| <b>General Trend</b> | <b>Increase</b>  |

## Change in \$ Disparity, Comparison to last year (FY 07 to FY 06)

|                 |
|-----------------|
|                 |
| 32.51           |
| 76.32           |
| 72.31           |
| 70.84           |
| (529.25)        |
| 60.83           |
| 187.82          |
| <b>Increase</b> |

## Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data

| Tri-Cities        | FY 04       |              |             |                   | FY 07       |              |             |
|-------------------|-------------|--------------|-------------|-------------------|-------------|--------------|-------------|
|                   | FY 04       | \$ Disparity | % Disparity |                   | FY 07       | \$ Disparity | % Disparity |
| Kingsport City    | \$48,588.55 |              |             | Kingsport City    | \$52,344.75 |              |             |
| Bristol City      | \$46,852.66 | \$1,735.89   | 3.57%       | Johnson City      | \$51,195.68 | \$1,149.07   | 2.20%       |
| Johnson City      | \$46,513.41 | \$2,075.14   | 4.27%       | Bristol City      | \$50,846.12 | \$1,498.63   | 2.86%       |
| Elizabethton City | \$42,939.03 | \$5,649.52   | 11.63%      | Rogersville City  | \$46,927.98 | \$5,416.77   | 10.35%      |
| Washington County | \$41,760.27 | \$6,828.28   | 14.05%      | Washington County | \$46,908.96 | \$5,435.79   | 10.38%      |
| Rogersville City  | \$41,537.30 | \$7,051.25   | 14.51%      | Elizabethton City | \$46,875.13 | \$5,469.62   | 10.45%      |
| Hawkins County    | \$41,448.75 | \$7,139.80   | 14.69%      | Sullivan County   | \$44,778.34 | \$7,566.41   | 14.45%      |
| Unicoi County     | \$41,313.20 | \$7,275.35   | 14.97%      | Unicoi County     | \$44,691.77 | \$7,652.98   | 14.62%      |
| Sullivan County   | \$41,302.14 | \$7,286.41   | 15.00%      | Greene County     | \$44,687.01 | \$7,657.74   | 14.63%      |
| Carter County     | \$41,149.46 | \$7,439.09   | 15.31%      | Hawkins County    | \$44,320.69 | \$8,024.06   | 15.33%      |
| Greene County     | \$40,858.95 | \$7,729.60   | 15.91%      | Carter County     | \$44,116.83 | \$8,227.92   | 15.72%      |
| Johnson County    | \$39,889.64 | \$8,698.91   | 17.90%      | Johnson County    | \$42,632.84 | \$9,711.90   | 18.55%      |

# FY 07 REPORT

| Tri-Cities           |  |
|----------------------|--|
| Regional Rank        | Change in \$ Disparity,<br>Compared to the<br>Maximum (FY07 to FY04) |
| 1                    |  |
| 2                    | (586.83)   |
| 3                    | (576.51)   |
| 4                    | (232.75)   |
| 5                    | (1392.49)  |
| 6                    | (1581.63)  |
| 7                    | 426.60   |
| 8                    | 377.63   |
| 9                    | 371.34   |
| 10                   | 584.97   |
| 11                   | 498.31   |
| 12                   | 1012.99  |
| <b>General Trend</b> | <b>Mixed (Increase)</b>  |

# FY06 Report

| Tri-Cities           |  |
|----------------------|--|
| Regional Rank        | Change in \$ Disparity,<br>Compared to the Maximum<br>(FY06 to FY04) |
| 1                    |  |
| 2                    | (479.32)   |
| 3                    | (689.07)   |
| 4                    | (871.51)   |
| 5                    | (2016.45)  |
| 6                    | (1901.31)  |
| 7                    | (117.39)   |
| 8                    | (197.17)   |
| 9                    | 49.85  |
| 10                   | 171.32   |
| 11                   | (79.72)  |
| 12                   | 593.86   |
| <b>General Trend</b> | <b>Mostly Decrease</b>   |

| Change in \$ Disparity,<br>Comparison to last year<br>(FY 07 to FY 06) |                 |
|--|-----------------|
|  |                 |
| (107.50)   |                 |
| 112.56   |                 |
| 638.76   |                 |
| 623.96   |                 |
| 319.68   |                 |
| 543.99   |                 |
| 574.79   |                 |
| 321.48   |                 |
| 413.65   |                 |
| 578.03   |                 |
| 419.13   |                 |
| <b>General Trend</b>   | <b>Increase</b> |

## Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data

| Franklin          | FY 04       |              |             |                   | FY 07       |              |             |
|-------------------|-------------|--------------|-------------|-------------------|-------------|--------------|-------------|
|                   | FY 04       | \$ Disparity | % Disparity |                   | FY 07       | \$ Disparity | % Disparity |
| Davidson County   | \$50,094.39 |              |             | Franklin SSD      | \$53,097.45 |              |             |
| Franklin SSD      | \$48,420.39 | \$1,673.99   | 3.34%       | Williamson County | \$52,626.04 | \$471.42     | 0.89%       |
| Williamson County | \$47,840.12 | \$2,254.26   | 4.50%       | Davidson County   | \$52,371.42 | \$726.03     | 1.37%       |
| Murfreesboro City | \$47,518.00 | \$2,576.39   | 5.14%       | Murfreesboro City | \$51,421.19 | \$1,676.26   | 3.16%       |
| Rutherford County | \$46,213.11 | \$3,881.27   | 7.75%       | Rutherford County | \$50,785.83 | \$2,311.63   | 4.35%       |
| Maury County      | \$44,967.76 | \$5,126.62   | 10.23%      | Maury County      | \$48,781.33 | \$4,316.12   | 8.13%       |
| Marshall County   | \$43,490.14 | \$6,604.25   | 13.18%      | Cheatham County   | \$46,541.27 | \$6,556.18   | 12.35%      |
| Cheatham County   | \$42,819.34 | \$7,275.05   | 14.52%      | Marshall County   | \$46,097.26 | \$7,000.19   | 13.18%      |
| Hickman County    | \$42,003.58 | \$8,090.81   | 16.15%      | Dickson County    | \$45,287.31 | \$7,810.14   | 14.71%      |
| Dickson County    | \$41,445.41 | \$8,648.98   | 17.27%      | Hickman County    | \$44,671.92 | \$8,425.53   | 15.87%      |

## FY 07 REPORT

### Franklin

| Regional Rank        | Change in \$ Disparity,<br>Compared to the<br>Maximum (FY07 to FY04) |
|----------------------|--|
| 1                    |  |
| 2                    | (1202.57)  |
| 3                    | (1528.23)  |
| 4                    | (900.13)   |
| 5                    | (1569.65)  |
| 6                    | (810.50)   |
| 7                    | (48.07)  |
| 8                    | (274.86)   |
| 9                    | (280.66)   |
| 10                   | (223.45)   |
| <b>General Trend</b> | <b>Decrease</b>  |

## FY06 Report

### Franklin

| Regional Rank        | Change in \$ Disparity,<br>Compared to the Maximum<br>(FY06 to FY04) |
|----------------------|--|
| 1                    |  |
| 2                    | (1612.52)  |
| 3                    | (1542.17)  |
| 4                    | (876.01)   |
| 5                    | (2.03)   |
| 6                    | (865.64)   |
| 7                    | (311.23)   |
| 8                    | (954.77)   |
| 9                    | (322.23)   |
| 10                   | (561.95)   |
| <b>General Trend</b> | <b>Decrease</b>  |

### Change in \$ Disparity, Comparison to last year (FY 07 to FY 06)

|                      |                 |
|----------------------|-----------------|
|                      |                 |
| 409.94               |                 |
| 13.94                |                 |
| (24.12)              |                 |
| (1567.62)            |                 |
| 55.14                |                 |
| 263.17               |                 |
| 679.92               |                 |
| 41.56                |                 |
| 338.50               |                 |
| <b>General Trend</b> | <b>Increase</b> |

## Regions used in Salary Disparity Analysis

| <b>Nashville</b>  |
|-------------------|
| Davidson County   |
| Franklin SSD      |
| Williamson County |
| Murfreesboro City |
| Rutherford County |
| Sumner County     |
| Robertson County  |
| Cheatham County   |
| Lebanon SSD       |
| Wilson County     |

| <b>Dyersburg</b> |
|------------------|
| Dyersburg City   |
| Union City       |
| Dyer County      |
| Bells City       |
| Lake County      |
| Obion County     |
| Alamo City**     |
| Gibson SSD       |
| Milan SSD        |
| Crockett County  |
| Humboldt City    |
| Trenton SSD      |
| Bradford SSD     |

| <b>Chattanooga</b> |
|--------------------|
| Hamilton County    |
| Cleveland City     |
| Bradley County     |
| Meigs County       |
| Dayton City        |
| Sequatchie County  |
| Rhea County        |
| Marion County      |
| Richard City       |
| Bledsoe County     |

| <b>Dyersburg</b> |
|------------------|
| Dyersburg City   |
| Union City       |
| Dyer County      |
| Bells City       |
| Lake County      |
| Obion County     |
| Alamo City**     |
| Gibson SSD       |
| Milan SSD        |
| Crockett County  |
| Humboldt City    |
| Trenton SSD      |
| Bradford SSD     |

| <b>Greenville</b> |
|-------------------|
| Johnson City      |
| Greeneville City  |
| Hamblen County    |
| Newport City      |
| Washington County |
| Rogersville City  |
| Hawkins County    |
| Unicoi County     |
| Greene County     |
| Cocke County      |

| <b>Knoxville</b> |
|------------------|
| Oak Ridge        |
| Alcoa City       |
| Maryville City   |
| Blount County    |
| Clinton City     |
| Roane County     |
| Lenoir City      |
| Knox County      |
| Loudon County    |
| Sevier County    |
| Anderson County  |
| Jefferson County |
| Grainger County  |
| Union County     |

| <b>Jackson</b>           |
|--------------------------|
| Hardeman County          |
| Madison County           |
| Bells City               |
| Haywood County           |
| Lexington City           |
| Chester County           |
| Henderson County         |
| Alamo City**             |
| Gibson SSD               |
| Milan SSD                |
| Crockett County          |
| McNairy County           |
| McKenzie SSD             |
| Hollow Rock-Bruceton SSD |
| Humboldt City            |
| West Carroll SSD         |
| Trenton SSD              |
| South Carroll SSD        |
| Bradford SSD             |
| Huntingdon SSD           |
| Carroll County           |

| <b>Clarksville</b> |
|--------------------|
| Montgomery County  |
| Robertson County   |
| Cheatham County    |
| Stewart County     |
| Dickson County     |
| Houston County     |

| <b>Cookeville</b> |
|-------------------|
| Putnam County     |
| Cumberland County |
| Smith County      |
| Fentress County   |
| DeKalb County     |
| Jackson County    |
| Overton County    |
| White County      |

| <b>Memphis</b> |
|----------------|
| Memphis City   |
| Shelby County  |
| Tipton County  |
| Haywood County |
| Fayette County |

| <b>Tri-Cities</b> |
|-------------------|
| Kingsport City    |
| Bristol City      |
| Johnson City      |
| Elizabethton City |
| Washington County |
| Rogersville City  |
| Hawkins County    |
| Unicoi County     |
| Sullivan County   |
| Carter County     |
| Greene County     |
| Johnson County    |

| <b>Franklin</b>   |
|-------------------|
| Davidson County   |
| Franklin SSD      |
| Williamson County |
| Murfreesboro City |
| Rutherford County |
| Maury County      |
| Marshall County   |
| Cheatham County   |
| Hickman County    |
| Dickson County    |